

The Seabrook Civil Service Commission held a meeting on Wednesday, April 18, 2012 at Seabrook City Hall, 1700 First Street, Seabrook, Texas to discuss, and if appropriate take action on the items listed below.

**THOSE PRESENT WERE:**

JOE WINTER	CHAIR
NATALIE PICHA	VICE-CHAIR
JOHN CHISLER	COMMISSIONER
GAYLE COOK	CIVIL SERVICE DIRECTOR
CONNIE ACOSTA	CIVIL SERVICE ATTORNEY
JOYCE BICE	CIVIL SERVICE SECRETARY

**ALSO PRESENT WERE:**

NONA HOLOMON	POLICE CHIEF
SEAN WRIGHT	CAPTAIN
MARC HATTON	LIEUTENANT
BRYAN BRAND	LIEUTENANT
ROBERT WARNER	DETECTIVE
JON AUSTIN SCHWARTZ	POLICE OFFICER
MICHAEL KRUMREY	POLICE OFFICER
HULEN BRYANT	POLICE OFFICER
LARRY MOORE	POLICE OFFICER

Chairman Winter convened the meeting at 6:00 p.m.

1. Consider and take action to approve the minutes of the January 9, 2012 Civil Service Commission meeting.

Motion was made by Ms. Picha and seconded by Chairman Winter, to approve the minutes of the January 9, 2012 Civil Service Meeting as written.

**AYES:** Winter, Picha  
**ABSTAIN:** Chisler

**MOTION CARRIED BY MAJORITY VOTE.**

2. Consider and take action on appeal of questions from Sergeant Promotional Exam conducted on April 9, 2012. (The Commission may recess from open session and convene in closed executive session to deliberate this item or information related to the test item in accordance with Section 551 of the Texas Open Meetings Act.)

Motion was made by Ms. Picha and seconded by Chairman Winter, to recess into executive session to consult with counsel.

Mr. Chisler stated his preference is to have discussion in an open meeting.

**AYES:** Winter, Picha

**NAYS:** Chisler

**MOTION CARRIED BY MAJORITY VOTE:**

At approximately 6:05 p.m., Chairman Winter announced that the Commission would hold a closed executive session to deliberate this item or information related to the test item in accordance with Section 551 of the Texas Open Meetings Act.

Chairman Winter reconvened the meeting into open session at 6:21 p.m.

Chairman Winter stated that the commission would like to discuss the appeal of questions on the Sergeants Exam, and would like to address Examination Question #59, which refers to FMLA.

Examination Question #59 was read by Gayle Cook, including all answers listed for the question, and she stated which answer was correct on the answer key. Michael Krumrey, the officer appealing the question, was asked to go to the podium.

Michael Krumrey stated that he thought both answers "A" & "B" should be acceptable rather than eliminating the question since both answers are in the personnel policy.

Motion was made by Ms. Picha and seconded by Mr. Chisler, to overrule the answer key for #59, and include both answers "A" and "B".

Mr. Chisler stated that there was some confusion on all three answers "A, B and C" and the answer for "D" should have been "none of the above" as opposed to "all of the above."

**AYES:** Winter, Picha

**NAYS:** Chisler

**MOTION CARRIED BY MAJORITY VOTE.**

Chairman Winter introduced Examination Question #23, as the next item for appeal. Hulen Bryant, the officer appealing the question, was asked to go to the podium.

Hulen Bryant stated after further review of the materials compared to the test, he would like to withdraw the challenge.

Chairman Winter introduced Examination Question #83, supervising police personnel, as the next item for appeal. Hulen Bryant, the officer appealing the question, was asked to go to the podium.

Hulen Bryant stated that the question is referring to the Wallenda factor, and requested that the commission accept answer "B" as the proper answer to the question.

Jon Austin Schwartz spoke in favor of supporting the answer key.

Motion was made by Ms. Picha and seconded by Mr. Chisler, to sustain the answer key for Examination Question #83.

**MOTION CARRIED BY UNANIMOUS CONSENT.**

Chairman Winter introduced Examination Questions #25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, and 38 to be considered for elimination from the exam.

Motion was made by Mr. Chisler and seconded by Ms. Picha, to follow the recommendation of the Civil Service Director and eliminate questions #25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, and 38 from the test and to ask the Civil Service Director to re-compute the scores.

Ms. Picha asked if anyone wanted to speak concerning questions #25 through #38 being considered for elimination.

Michael Krumrey stated that he understood that these questions were not in the guidelines of the exam. He stated that he was concerned that the elimination could possibly lower the scores and skew the exam. He stated he had understood that only questions challenged were to be addressed and that questions that were not challenged would not be addressed.

Mr. Chisler stated that for fairness and consistency the questions should be eliminated across the board, if in question. Ms. Picha stated that the way the exam was structured the candidates may or may not know which question coincided with the reading material.

Jon Austin Schwartz stated he would recommend that the Commission go by the law, Section 143.029 of the Civil Service Code, where it states that if the questions were not listed in the study material, the questions should be invalidated.

**MOTION CARRIED BY UNANIMOUS CONSENT.**

Motion was made by Ms. Picha and seconded by Mr. Chisler, to take a recess to allow the Civil Service Director to re-compute the exam scores.

**MOTION CARRIED BY UNANIMOUS CONSENT.**

At 6:42 p.m., Chairman Winter adjourned for a recess to allow the test scores to be recomputed.

Chairman Winter reconvened the meeting at 7:05 p.m.

Chairman Winter announced the recomputed scores of the Eligibility List for Sergeant:

Candidate	Raw Score	Seniority	Final Score
Schwartz, Jon Austin	100	6	106
Bryant, Hulen	86	8	94
Krumrey, Michael	85	2	87
Moore, Larry	86	10	96

- 141 3. Consider and take action to approve Eligibility List for Sergeant from exam conducted  
142 April 9, 2012 and waive the Assessment Center if only one candidate remains on Eligibility  
143 List.  
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145 Motion was made by Ms. Picha and seconded by Mr. Chisler, to approve the Eligibility List  
146 for Sergeant with the new scores.

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148 **MOTION CARRIED BY UNANIMOUS CONSENT.**  
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- 150 4. Consider and take action to approve Eligibility List for Police Officer – Entry Level from exam  
151 conducted April 2, 2012 and Physical Agility Test conducted April 4, 2012.  
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153 Motion was made by Ms. Picha and seconded by Mr. Chisler, to approve the Eligibility List  
154 for Police Officer – Entry Level as submitted.

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156 **MOTION CARRIED BY UNANIMOUS CONSENT.**  
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- 158 5. Consider future meeting dates and agenda items.  
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160 There was some discussion concerning future meeting dates. Gayle Cook stated  
161 that there would be no need for a meeting until after the assessment is completed.  
162 The commission agreed to a meeting for May 7<sup>th</sup> or May 14<sup>th</sup>.  
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164 Motion was made by Ms. Picha and seconded by Mr. Chisler to adjourn.  
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166 **MOTION CARRIED BY UNANIMOUS CONSENT.**  
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168 The meeting was adjourned at 7:10 p.m.  
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172 APPROVED THIS TH DAY OF 23<sup>RD</sup> APRIL, 2012  
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Natalie Picha, Vice-Chair



Joyce Bice, Secretary